

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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A MESSAGE FROM JIM HOFFA, GENERAL PRESIDENT OF THE TEAMSTERS

To All Mechanics and Related Workers at American Airlines:

It is my honor to personally address the American Airlines mechanics and related employees and express the firm commitment of our Union to supporting you in your drive to become Teamsters.

I know that you have endured difficult times at American. The company's use of bankruptcy to extract concessions from you and your coworkers has left many of you feeling uncertain about the future and dissatisfied with your current representation. I also know that some of you are unsure about what a new union can do to help win the improvements you deserve, protect your jobs and pensions, and bring work back in house.

THE DRIVE IS REAL – AND GAINING MOMENTUM EVERY DAY!

I want to be clear about our seriousness as a Union when it comes to organizing and fighting for airline mechanics. We began this effort after an overwhelming number of you came to us to express your interest in organizing with the Teamsters. Since then, we have invested substantial resources to help you build a strong campaign for Teamster power. Make no mistake, this is a real campaign with tremendous momentum behind it – and we fully intend to win. The Teamsters are known for the powerful representation that we provide and we are determined to providing you with nothing less than exceptional representation at American.

With the great leadership of David Bourne, Director of the Teamsters Airline Division, the Teamsters have grown to become the largest and strongest union in the airline industry, representing more aviation mechanics than any other union. Brother Bourne and I earnestly look forward to being your representative. Let there be no doubt about our commitment to securing the highest standards for mechanics and related at American Airlines.

THE LARGEST – AND STRONGEST – AVIATION MECHANICS UNION AT THE WORLD'S LARGEST AIRLINE

Now that a merger between American Airlines and US Airways has been announced, we believe your push to become members of the Teamsters – the largest union for airline mechanics and related – is more urgent than ever. Our size, strength and skills make the Teamsters the most effective union to represent you during the merger. Like you, US Airways mechanics and related employees are running a strong campaign to become Teamsters. And at both airlines, mechanics are moving closer and closer to reaching a majority of cards signed for Teamster representation.

Our vision is to represent mechanics and related at American and US Airways, growing the Teamsters' representation of airline mechanics to over 30,000 members. With such awesome power in numbers, aviation mechanics will finally have a union strong enough to effectively fight against outsourcing, raise work standards and protect our aviation mechanic profession. We will use our growing clout in the industry to fight for you on Capitol Hill, at the FAA, in the media, at the bargaining table and in the streets if necessary.

PROTECTING WORKER SENIORITY AND DRAWING THE LINE AGAINST OUTSOURCING

During the merger between American and US Air, your seniority is a key concern for the Teamsters. You have worked hard to earn your tenure as an airline mechanic at American Airlines. The protection of worker seniority has always been and will continue to be a core value of the Teamsters Union. We will fight for you and protect your seniority. We will ensure that seniority is integrated in a fair and equitable manner. American Airlines rank-and-file members will be an integral part of the seniority integration process and your input will be held in the highest regard throughout the process.

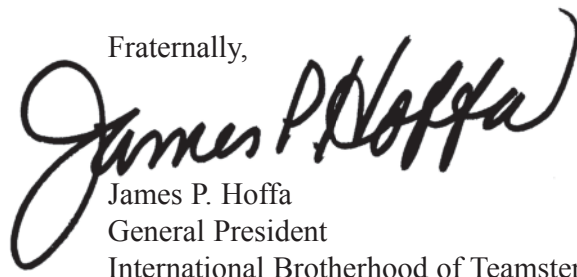
When it comes to fighting against airline maintenance outsourcing, the Teamsters stand alone as the only union that has been able to bring outsourced jobs back in house thanks to strong contract language and representation. I am proud that we saved the huge United Airlines maintenance base in San Francisco and have now reduced the furlough list from 2,000 to 200. I am also proud of the Teamsters Aviation Mechanics Coalition (TAMC). The TAMC fights for you every day. Whether it's taking mechanics to Capitol Hill to lobby against outsourcing, working with the media to expose the dangers of outsourcing, or taking action at airports and corporate headquarters, the TAMC makes sure that our message gets out to Congress, the flying public and the airline industry. Our record in the industry and among the mechanics we represent is clear. Our principles are unwavering and our dedication to fighting against maintenance outsourcing is steadfast.

JOIN THE TEAMSTER MOVEMENT TO BUILD POWER FOR AIRCRAFT MECHANICS AND RELATED

I invite you to become part of our movement by joining the over 18,000 Teamster airline mechanics who belong to our 80,000-member Airline Division. With the backing of 1.4 million Teamsters, we will be a powerful force on your behalf at the bargaining table and an even stronger force throughout the industry.

Support for the Teamsters at American is growing each day with more and more stations reaching a majority of signed cards. We need you and your co-workers to put us over the top. If you have not already, please consider signing a Teamster card and joining the movement to support your coworkers and bring change at American Airlines. It will be an honor to represent you.

Fraternally,

A large, stylized handwritten signature in black ink that reads "James P. Hoffa". The signature is written in a cursive, flowing style with a large initial "J".

James P. Hoffa
General President
International Brotherhood of Teamsters